

Headquarters U.S. Air Force

Integrity - Service - Excellence

CIVILIAN CAREER ENHANCEMENT PROGRAMS



U.S. AIR FORCE

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Overview

- **Scope Champion**
- **AF Senior Leader Management Office Initiatives**
- **Executive Resources Board Development Panel**
- **Conclusion**
- **Discussion**



Scope Champion -- Background

- Recognized the need to transform and re-skill our current workforce to meet future needs
 - Drawdowns, outsourcing, and restructuring have impacted our workforce
 - 50% of workforce eligible to retire in next 5 years
 - Impacted by technological changes (new skills)
 - Weak economy
- Create an environment which will foster leadership development
 - Build on opportunities for breadth and for advancement

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Scope Champion -- Actions to Now

- **Briefings to senior C&I leaders**
- **Focus Group Conferences**
- **AF/SC Memos to
MAJCOM/FOA/DRU/CVs and SCs**
- ***INTERCOM* Article**
- **Continuous telephone and e-mail
contact**
- **CICP Briefing**



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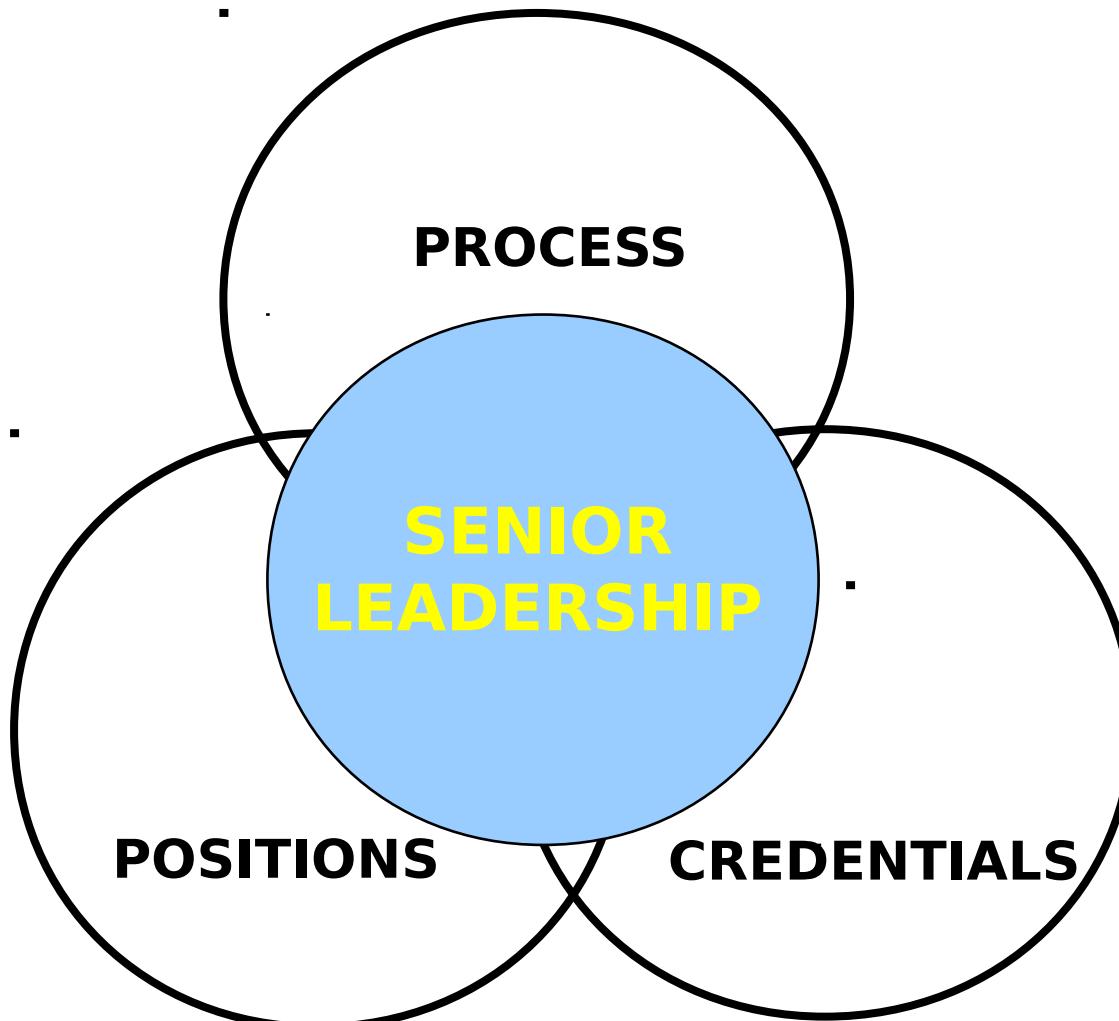
Scope Champion -- Vision

**Establish a cadre of highly competitive personnel
through mobility and breadth and depth
of training and experience through
ongoing participation of senior
management**



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Scope Champion - The Foundation



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Scope Champion -- Pillars and Expectations

Pillars of Professional Development

■ Education

- Post-Secondary Education
- Professional Military Education
- Professional Education

■ Depth:

- Experience at different echelons of the Air Force

■ Breadth:

- Experience across various mission areas of the Air Force

Notional Qualifications for SCOPE CHAMPION

■ GS-13

- BS Degree & PME
- Experience 2 mission areas

■ GS-14

- MS Degree & ISS complete
- Experience 2 mission areas
- Experience 2 levels command

■ GS-15 -- GS-14 qualifications plus SSS

■ SES -- GS-15 qualifications plus 3 levels command

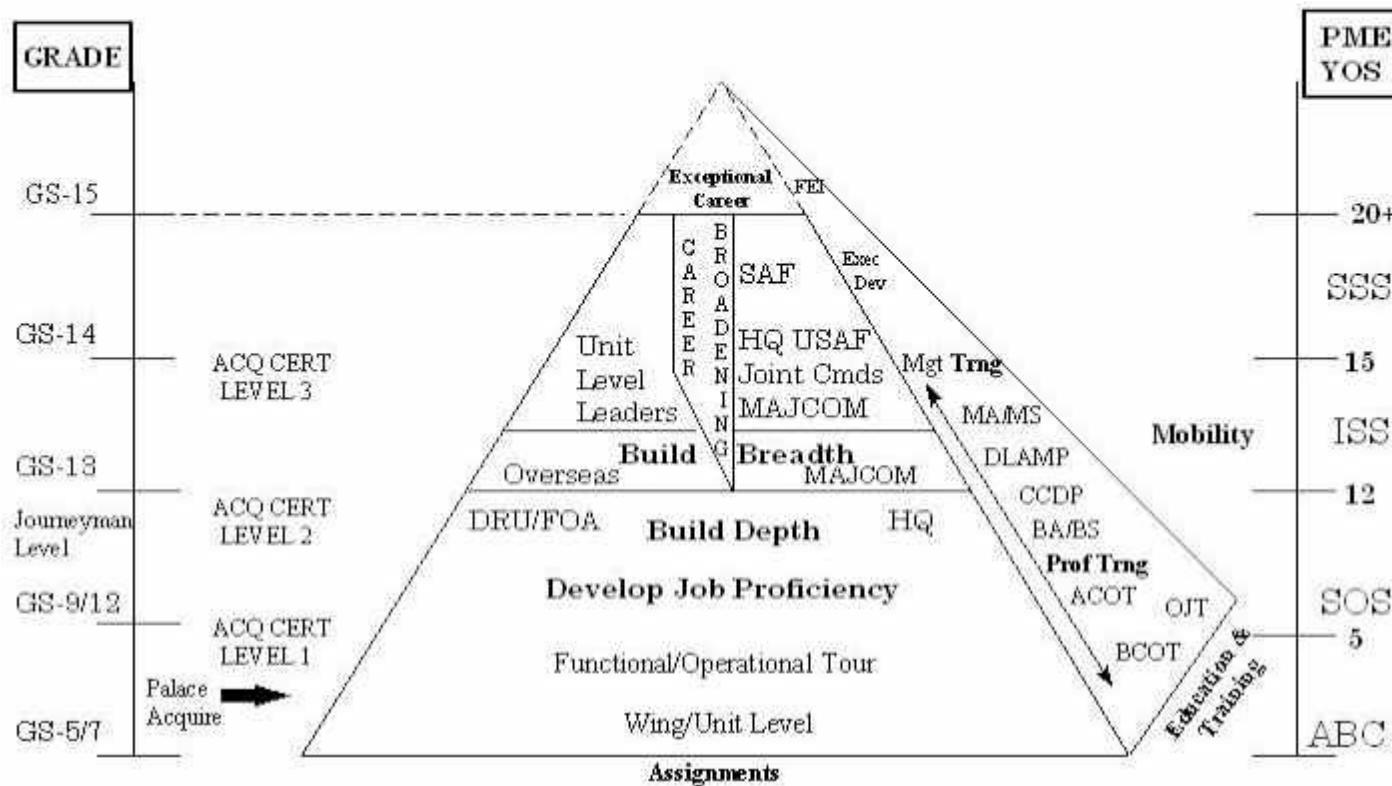
**Mentoring provides the foundation...
...personal motivation is the capstone**



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CICP Career Path

CICP Career Pyramid



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AF Senior Leader Management Office - ~~SES Template~~

AIR FORCE SENIOR EXECUTIVE ACCESSIONS TEMPLATE		MANDATORY EXECUTIVE CORE QUALIFICATIONS
EXECUTIVE POTENTIAL Outstanding performance & contributions		<ul style="list-style-type: none">Introduction
EDUCATION - Highly Preferred - Masters Degree		<ul style="list-style-type: none">Leading Change Continual Learning Creativity / Innovation External Awareness Flexibility Resilience Service Motivation Strategic Thinking Vision
STRATEGIC LEVEL DEVELOPMENT Highly Preferred - GS-15 Leadership and Management Course (available through Air University in Fall 2002) plus 1 or more of the following: <ul style="list-style-type: none">Intermediate Service SchoolSenior Service SchoolFederal Executive InstituteHarvard Senior Executive FellowsNational Security ManagementLeadership Assessment & Feedback Seminar2 equivalent-level courses from other colleges, universities, or agencies		<ul style="list-style-type: none">Leading People Conflict Management Leveraging / Diversity Integrity / Honesty Team BuildingResults Driven Accountability Customer Service Decisiveness Entrepreneurship Problem Solving Technical Credibility
STRATEGIC LEVEL ASSIGNMENTS to demonstrate corporate view and breadth Highly Desirable - Leadership positions in MAJCOM HQs, OSD, Joint or SAF/HAF and 2 or more bases/installations, or equivalent Desirable - Leadership positions in other services / federal agencies / private sector / etc.		<ul style="list-style-type: none">Business Acumen Financial Management Human Resources Technology ManagementBuilding Coalitions / Communication
Links to - AFPC Career Paths Journey Level Through Executive		<ul style="list-style-type: none">Influencing / Negotiating Interpersonal Skills Oral Communication Partnering Political Savvy
Links to - Examples of Air Force SES Technical Qualifications		



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AF Senior Leader Management Office - Career Pyramid

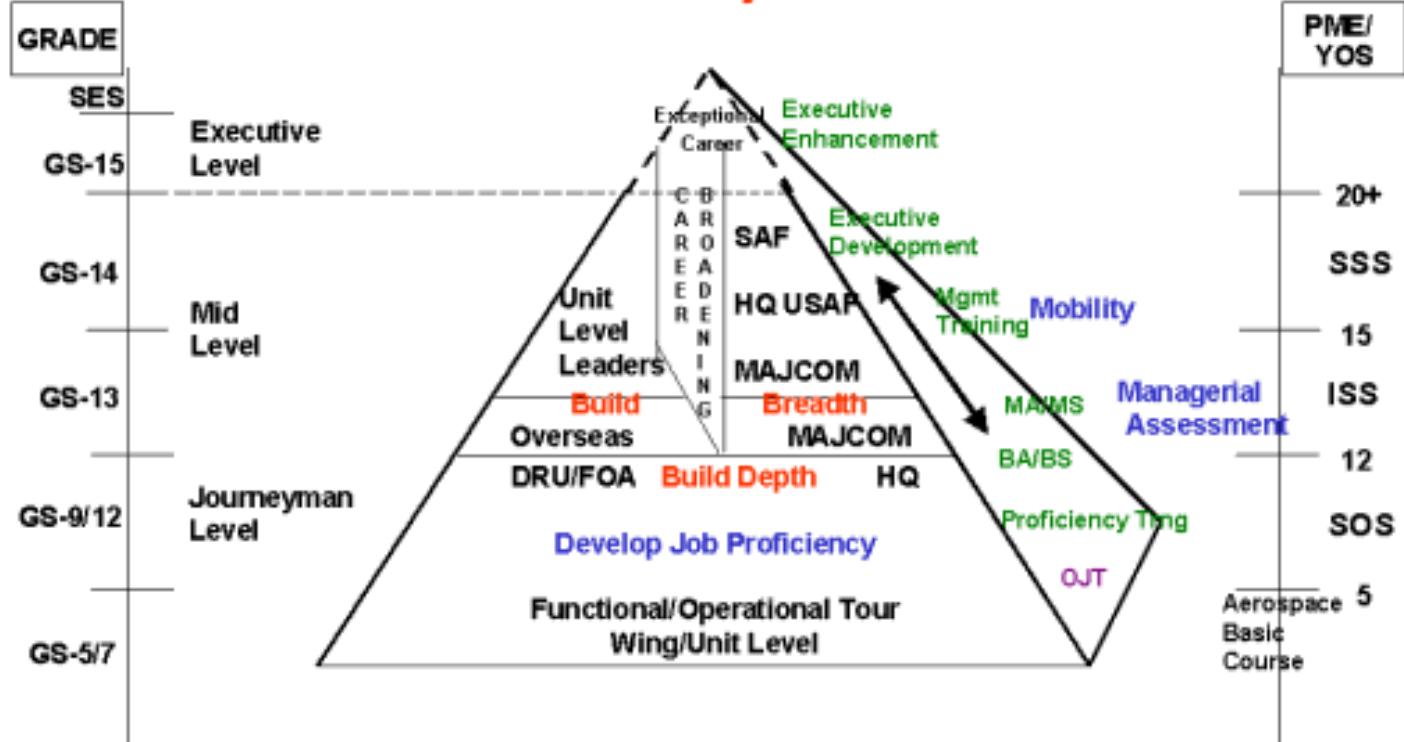
Levels of Assignments

Model Leadership Career Path

Strategic: Gain breadth of experience and leadership

Operational: Widening of primary skill experience into a related family of skills and increased responsibility

Tactical: Gaining knowledge and experience in primary skill





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AF Senior Leader Management Office

~~Technical Qualifications~~

Technical Leader (S & T, T & E, Dev Eng, SC)

Core - Depth in Science & Technology, Test & Evaluation, Engineering, or Communications. Level 3 certification in any of the following: Developmental Engineering, Test & Evaluation, Science & Technology, or Communications/Computers.

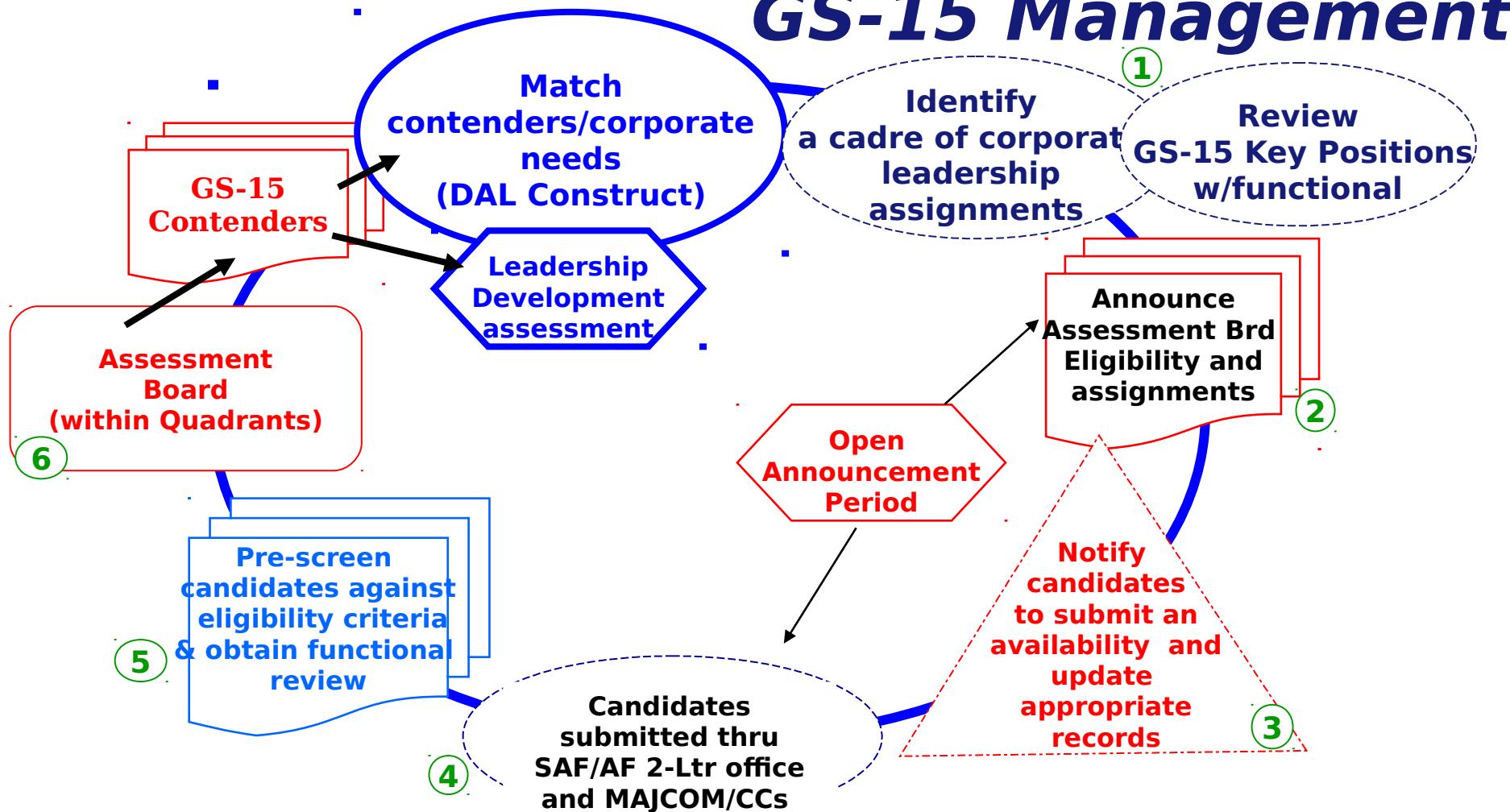
Highly Desirable - Assignment in one of the other areas. Certification in two of the above functional areas.

Desirable - Complementary assignment in Program Management, Logistics Management, Plans & Programs, Financial Management, etc. Plus Program Management, Chief Information Officer certification.

<http://www.dp.hq.af.mil/dps/index.htm>



AF Senior Leader Management Office - GS-15 Management





ERB Development Panel

AF Civilian Leadership Development

Accomplishments

- Increased opportunities for civilian participation in PME
 - Air Command and Staff College
 - Air War College
 - Non-residence programs
- Expanded CSAF Reading List to include civilians
- Increased resources for implementation of AFCLD initiatives
 - Increase in intern program
 - Increase in \$\$s in FY02-07 POM for civilian leadership development, relocation bonuses, SES succession planning
 - Received authority to use VSIP for force shaping initiatives



ERB Development Panel

AF Civilian Leadership Development

Accomplishments

- **Revitalized Civilian Competitive Development Program (CCDP) to:**
 - **Meet long-term leadership needs of the Air Force**
 - **Prepare high potential employees for increased responsibility and shared leadership with military**
 - **Select right person at the right time for the right training for utilization in appropriate follow-on assignments**



ERB Development Panel

AF Civilian Leadership Development

Accomplishments

- **Increased resources to develop corporate perspective**
 - **AF Central Salary Account slots designated for:**
 - PAQs and Copper Cap Interns
 - Career Broadeners
 - AF participants in PME & other long-term programs
 - **GS-14/15, SES Development Assignments**
- **Established a GS-15 recognition program**
 - **Promotion ceremony**
 - **GS-15 logo and lapel pin**



ERB Development Panel

AF Civilian Leadership Development

Ongoing Initiatives

- Continue efforts to increase PME opportunities
 - Aerospace Basic Course
 - Aerospace Power Course
- Civilian tuition assistance program
- GS-15 Executive Course
 - All newly appointed GS-15 and equivalent
- SES Assessment Board
 - AF-wide review of corporate needs for identification of SES



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Conclusion

- **Civil service employees are a key element of the total force**
- **AF offers tremendous opportunity for leadership and development**
- **Leadership train may not be for everyone -- performance, dedication to mission, and loyalty apply to everyone**



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“Lt Gen Kenne and I view the development of the C&I civilian workforce as crucial to our total force mission readiness. It is our goal to ensure that C&I civilians are provided professional development and career assignment opportunities to fulfill their potential within the Air Force”.

**Rob C. Thomas II, SES
Assistant DCS, Warfighting Integration**



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DISCUSSION



“Public service is not just a job. It is an act of citizenship and a noble calling’. **GEORGE W. BUSH**

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